Materiality items (priorities)

Materiality item (category)	Materiality item (subcategory)	Topic	KPI(s)	Numerical target	Corresponding Sustainable Development Goals (SDGs)
Environment E	Lessening environmental impact	● Reducing CO_2 emissions	Emissions reduction rate	46% reductions (vs. FY2013; reduction volume :45,575t-CO_2) * Emissions target for end of FY2030: 53,545 t-CO_2	7 AFFORDABLE AND CLEAN ENERGY / 12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 13 CLIMATE ACTION
		Switching warehouse lighting to LED	Percentage of Company warehouses transitioned to LED lighting	100% (end of FY2030)	
		Renewable power generation (Installation of solar panels at controlled-temperature warehouses)	Percentage of Company controlled-temperature warehouses equipped with solar panels	100% (end of FY2030)	
		Switching from diesel- to battery-powered forklifts	Percentage of sub-4t forklifts converted to battery power	100% (end of FY2030)	
		Use of electricity from renewable energy sources	Electricity from renewable energy sources as a percentage of all power used	30% (end of FY2030)	
		● Promoting environmental management	Earning ISO 14001 certification	ISO 14001 certification earned at multiple facilities, including head office	
Society S	Creating attractive workplace environments in which diverse human resources can thrive	● Promoting health management	Rate of use of paid vacation time	65% (end of FY2025)	4 QUALITY EDUCATION / 5 GENDER EQUALITY / 8 DECENT WORK AND ECONOMIC GROWTH / 10 REDUCED INEQUALITIES
		● Enhancing human resource development	Enhancing employee training by level	Enhancing the menu of training programs	
		● Respect for human rights and diversity	Women as a percentage of those in management positions	4% (end of FY2035)	
			Number of women officers and employees (including managerial positions)	20% increase vs. end of FY2022 (at end of FY2025)	
			Number of officers promoted from midcareer hires (including managerial positions)	20% increase vs. end of FY2022 (at end of FY2025)	
			Percentage of men taking childcare leave	10% (end of FY2025)	
			Percentage completing training on unconscious bias (managerial positions)	100% (end of FY2024)	
	Safety initiatives as a responsible enterprise	● Accident prevention and mitigation in business	Promoting earning the "G Mark" for trucking safety	Earned at all sites	3 GOOD HEALTH AND WELL-BEING / 8 DECENT WORK AND ECONOMIC GROWTH / 11 SUSTAINABLE CITIES AND COMMUNITIES / 13 CLIMATE ACTION
			Number of serious accidents	Maintained at zero	
			Number of traffic accidents	30% reduction (YoY)	
			Number of workplace accidents	Workplace accident indicators Frequency: 0.80 or lower Severity: 0.03 or lower	
			Percentage of vehicles equipped with drive recorders	100%	
		● Enhancing resilience	Business Continuity Plan (BCP) development	Completion of BCP formulation at all facilities	
			Number of facilities with IP wireless phones installed	All facilities (end of FY2030)	
			Drills for serious disasters	Once/year	
			Installation of emergency power supplies or largecapacity batteries	Installed at major facilities (head office, Tokyo Office, Nagoya Branch, Fukuoka Branch) (end of FY2030)	
			Stocking of emergency supplies	Number of employees × 1.1 × 3 days' supply * Subject facilities: 27 (number of facilities located in regions subject to promotion of countermeasures to Nankai Trough earthquake)	
	Enhancing joint activities with local communities	● Expanding corporate citizenship activities	Number of social contribution activities implemented	(Growing)	4 QUALITY EDUCATION / 11 SUSTAINABLE CITIES AND COMMUNITIES / 17 PARTNERSHIPS FOR THE GOALS
			Expanding contributions to athletics and cultural education	(Growing)	
	Promoting business activities to meet society's needs	● Responding to customer needs and social issues	Promoting transport for facilities related to social infrastructures *Growing track record on transport for facilities related to new energy/mobility infrastructure	–	8 DECENT WORK AND ECONOMIC GROWTH / 9 INDUSTRY INNOVATION AND INFRASTRUCTURE / 11 SUSTAINABLE CITIES AND COMMUNITIES / 17 PARTNERSHIPS FOR THE GOALS
		● Promoting digital transformation (DX)	Expanding DX measures adopted	–	
Governance G	Enhancing governance	● Maintaining and developing optimal systems for the Company	Percentage of principles of the amended Corporate Governance Code complied with	100%	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
		● Improving the efficacy of Board of Directors and audit functions	Efforts related to assessing and improving the efficacy of the Board	One assessment completed by an external agency by FY2025	
		● Enhancing the oversight functions of the Board of Directors	Implementing sustained efforts to enhance the oversight functions of the Board of Directors	Establishing an advisory committee pertaining to nomination and remuneration Pursuing an appropriate structure for the Board of Directors	
		● Enhancing and improving the transparency of disclosures related to corporate governance	Enhancing and improving the transparency of disclosures to improve understanding among stakeholders	Enhancing and improving the transparency of disclosures	
	Thorough compliance	● Raising awareness of compliance among all employees ● Preventing inappropriate behavior and interactions in corporate activities	Number of serious compliance violations	0/year	8 DECENT WORK AND ECONOMIC GROWTH / 10 REDUCED INEQUALITIES / 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
			Enhancing compliance education	Measures such as implementing compliance training using e-learning and other means	
			Reducing operational risk	Risk management in business office units Preventing similar errors by sharing information internally	
			Fostering understanding of business compliance	Using compliance textbooks and assessing their effectiveness	
			Awareness rate based on compliance surveys	Improving awareness rates	
		● Awareness and use of compliance hotline	Number of cases handled by hotline	Disclosure of number of cases	
	Risk management	● Enhancing information security	Number of times information security training held	5-10 times/year	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
			Number of incidents (e.g., information leaks, service downtime)	0/year	
			Promoting information security measures	Disclosing details of promotional efforts (currently being examined chiefly by the Cybersecurity Committee)	